

CLINICAL SPECIALIST - INTERN

DEFINITION: Under general direction, performs professional work of considerable difficulty with responsibility to establish and provide culturally appropriate treatment services and maximize services to clients in outpatient, inpatient, individual and group therapy, aftercare and prevention activities; performs related work as assigned.

This position may be distinguished from the Clinical Specialist position by the degree of independence afforded the incumbent, by the level of professional skill and competence achieved, and by the variety of complex duties which may be assigned. Under the supervision of a professional supervisor, incumbent is expected to work with considerable independence.

ESSENTIAL FUNCTIONS: This list is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and tasks performed by incumbents of this class.

TASKS:

Plans, develops and implements comprehensive treatment programs which incorporate western and traditional/native approaches, techniques and methods; assists and coordinates professional and paraprofessional treatment staff and services using a multi-disciplinary team approach; develops, implements, monitors and evaluates treatment protocol; assists in providing training in treatment modalities, collaboration and networking.

In consultation with clinical supervisor assigns and evaluates clinical staff caseloads and standards; provides clinical consultation, specialized intervention and treatment referrals; collaborates with subcontractors in developing and implementing clinical services; participates in monitoring and evaluating subcontractors; assists in the development and implementation standards for research, data collection and analysis; prepares complex clinical reports; enforces adherence with tribal, state and federal laws, policies, regulations and procedures; participates in the preparation of clinical service needs budget.

KNOWLEDGE, SKILLS AND OTHER CHARACTERISTICS:

Knowledge of applicable tribal, federal, state and local laws, statutes, ordinances, rules, regulations, policies and procedures.

Knowledge of the principles of best practices in the field of behavioral health services.

Knowledge of the principles, theories and practices of psychology, social work or required field.

Knowledge of the principles and practices of the counseling profession.

Knowledge of the 12 core functions of counseling substance abuse patients.

Knowledge of the traditional behavioral techniques used in diagnosing patient problems.

Skill in selecting appropriate counseling methods such as traditional healing therapy, psychotherapy, family therapy.

Skill in interacting with patients from various social, economic, cultural, spiritual and psychological backgrounds.

Skill in developing and implementing therapeutic techniques for patients.

Skill in communicating effectively both in oral and written modes.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT: Work involves minimum physical effort interacting with patients in an office setting.

MINIMUM QUALIFICATIONS:

- A Master's degree in Counseling, Behavioral Health, Psychology, Social Work or a closely related field.

THE NAVAJO NATION

Class Code: 3755
Community Education and Counseling Series
Behavioral Health Group
Overtime Code: Exempt
Pay Grade: 66

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PREFERRED QUALIFICATIONS:

- Practicum experience in clinical behavioral health.

SPECIAL REQUIREMENTS:

- Incumbent will be required to take and pass an entry level examination for clinical practice within six (6) months of date of hire or meet the requirements for entry level clinical licensure by meeting respective State requirements.

Supplemental Requirements:

Incumbent must obtain a Licensed Independent Social Worker (LISW), a Licensed Professional Clinical Counselor (LPCC), a License Marriage and Family Therapist (LMFT) or equivalent independent license for clinical practice within three (3) years of date of hire.

Depending upon the needs of the Nation, some incumbents of the class may be required to demonstrate fluency in both the Navajo and English languages as a condition of employment.